

I pledge to be an upstander, not a bystander - to call-out racism and other forms of discrimination and actively defend targets of racist or discriminatory language or actions in public and in private.
-Ken Pruitt

APRIL 2021

STAND AGAINST RACISM

Make a pledge to Stand Against Racism

Sample pledges to inspire you

- I will continually educate myself about racism and racial equity.
- I will examine my own biases and how these affect my work, relationships, my peers, and more.
- I will engage my workplace, family, and friends in conversations about racism and anti-racism work.
- I will find solidarity with people of my racial affinity.
- I will support local businesses and nonprofits run by people of color.
- I will ensure an intersectional lens is included in my anti-racism work, one that considers identities such as gender, ability, socioeconomic class, citizenship status, and more.
- I will demand justice from local and national leadership in response to increasing anti-Black and anti-Asian racism.

I will actively work to change individual racist beliefs and actions, and institutions and systems. - Jenny Reitt

I pledge to acknowledge and confront racism and white supremacy---in all its various forms---on a personal and policy level. --Ali Carter

I will examine internal biases and strive to promote equity in my work by cultivating processes that encourage representation of people of color. - Mallory Sullivan

I pledge to always address my own bias and the bias of those around me in my personal and professional life, and take an active role in addressing racism in the institutions I am a part of. Erin Zwirko

I pledge to ensure equity and justice are integrated into conservation, environmental planning, and climate resilience through meaningful

and strategic public engagement and through creating a more welcoming and representative environmental network. - Emily Sullivan

I pledge to work to engage and elevate the voices of people of color in my work, and to ensure that their goals, problems, and concerns are represented and addressed in my projects, plans, and policies. Kelly Lynema

I pledge to educate myself about how racism continues to affect our society and challenge bias and prejudice at home, at work, and in my community. -Mary M.

I pledge to work to confront racism in my work and personal life, and recognize my own privilege and biases in this that perpetuate discrimination. - Daniel Amstutz



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This year YWCAs across Massachusetts have teamed up for our annual **Stand Against Racism** campaign.

